



BIRKDALE HIGH SCHOOL

RECRUITMENT PACK

PART TIME TEACHER OF ENGLISH

Southport Learning Trust

NIHIL NISI BONUM



ABOUT US

As the only 11-16 all-boys academy in Sefton, Birkdale High School aims to be a beacon for outstanding practice in the education of boys and be the school of choice for all boys in the Southport community and beyond. We passionately believe that a single-sex setting at this particular stage of a boy's education is the ideal environment for them to grow in confidence, close the attainment gap with girls and develop their love of learning. Our boys are able to mature at their own pace, supported and challenged by staff who are experts in teaching boys, and surrounded by peers to whom they can closely relate.

Our vision is driven by the strong moral imperative that it is our mission to provide all our boys with a first class education, outstanding outcomes and better life chances. We seek to challenge stereotypes, we are ambitious for every boy we teach and we want to see a society that benefits from the contributions of our well-educated, well-rounded and empowered young men.

We believe that every child, regardless of their background, should be able to fulfil their academic potential and go on to thrive amongst the demands and expectations of life in modern Britain and beyond. The school's motto is "Aspire – Thrive – Succeed" and underpins its ethos and approach.

We aim to engage, support, stretch and challenge all boys by providing them with a range of exciting opportunities; a varied and purposeful curriculum and a strong set of core values, demanding of all its students the highest standards in all they undertake whilst supporting them in the fulfilment of their personal and academic potential.

We are proud of our academic achievements and the examinations success of our boys over the years. These achievements would not be possible without our talented and dedicated staff, who work tirelessly to engage and challenge each and every student, or without the hard work of the boys and the support of their parents and carers.

We also have a sporting record that is second to none amongst the local schools, whether on the track, the field or the court. We regularly top the local league tables and enjoy success at regional and national level too.

We strive to be an inclusive school, an outward facing centre of academic, professional and personal achievement, prepared to lead, learn from and collaborate with all available partners in the pursuit of excellence for our pupils and staff.

You would be joining the Southport Learning Trust, a family of nine schools which includes six secondary schools, two primary schools and one special school in the locality where you would gain support from a wider group of senior leaders. Schools in our Trust include Birkdale High School, Bedford Primary School, Greenbank High School, Kew Woods Primary School, Maghull High School, Meols Cop High School, Range High School and Stanley High School. Being part of a Trust would give you the opportunity to share and be involved in developing practice across multiple schools. You would benefit from an excellent Employee Assistance Programme and a commitment to your well-being and professional development. Please see separate document in relation to well-being.

Interested applicants are strongly encouraged to visit us, meet our team and most importantly, get to know our incredible students. To organise a tour ahead of application, please contact PA to the leadership team, Karen Anslow on kanslow@birkdalehigh.co.uk

Gareth Banks
Headteacher





TEACHER OF ENGLISH (PART TIME)

“We are what we repeatedly do... therefore excellence is not an act, but a habit.” (Aristotle)

The English department strives to be at the heart of a vibrant curriculum at Birkdale High School. As a team, we are committed to ensuring that all of our boys thrive across all three core disciplines: reading, writing and oracy, to support them in all of their subjects across the curriculum but also to empower them to remain intellectually curious, lifelong learners.

All teachers within the English Department are dedicated to work collaboratively, cultivating a climate of excellence and are passionate about ensuring our boys harness a desire and enthusiasm to learn and succeed. Through our knowledge-rich curriculum, our aim is for all students to foster a genuine love of learning and to appreciate the intrinsic value of education. Learning to the point of mastery enables students to access increasingly challenging aspects of learning with confidence and apply their knowledge to a range of meaningful contexts.

We aim to ignite students’ imagination through reading for pleasure and to help broaden their understanding and perspective of the world around them.

We want students to build strong schemas throughout their learning journey, to become confident readers and critical thinkers. We want them to be able to appreciate writers’ intentions and understand how various contexts influenced their craft. In studying a range of literary canonical non-canonical texts, students will, for example, understand how allusions can enrich our understanding of the human condition, how it has helped shape our cultural heritage and how it resonates with contemporary society.

Throughout the curriculum, students encounter a diverse range of challenging texts and genres, with the intention of developing them as writers who can confidently articulate their viewpoint and express themselves imaginatively and eloquently in the written form.

In terms of pedagogy, we place a strong emphasis on direct instruction of tier two vocabulary as well as the metacognitive processes of reading and writing to build resilience. Our ethos of embracing mistakes is a crucial part of each student’s learning journey; we place value in the process of crafting and drafting, to provide opportunities for them to emulate authors’ styles and explore their own style of writing.



APPLICATIONS

CONTRACT: TEMPORARY - PART TIME (0.4) - for 1 year, in the first instance

CLOSING DATE: Monday 13 April 2026

INTERVIEW DATE: w/c Monday 13 April 2026

SALARY: MPS 1 - UPS 3 (£32,916 - £51,048 pa pro rata) (£13,166 - £20,419 pa actual)

START DATE: SEPTEMBER 2026

PLEASE SEND APPLICATIONS TO RECRUITMENT@BIRKDALEHIGH.CO.UK

CVs will not be considered

Appointments are subject to the successful candidate obtaining a satisfactory Enhanced Disclosure (via the Disclosure Barring Service).

Along with the application form, please provide a supporting statement of no more than **1000 words** that illustrates your suitability for the job, referencing the job description, person specification and your relevant experience.

Further details and an application form can be downloaded from www.birkdalehigh.co.uk or obtained from Ms Karen Anslow at the school.

Southport Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be requested to undertake an Enhanced Disclosure and Barring Service check. At least one member of our recruitment team for this post is Safer Recruitment trained and we adhere to Southport Learning Trust's Recruitment and Selection Policy for Employees and Volunteers.

We are proud to have an organisational culture where employees with varying perspectives, skills, life experiences and backgrounds – the best and brightest minds – can work together to achieve excellence and realise individual and organisational potential.

PERSON SPECIFICATION

TEACHER OF ENGLISH

L - Supporting Letter, I - Interview, A - Application Form

Specification		Evidence
Ethos	<ul style="list-style-type: none"> Support for the aims and objectives of Birkdale High School A commitment to work and liaise with members of the school community 	All Essential - <i>L & I</i>
Qualifications / Training	<ul style="list-style-type: none"> Relevant subject qualification at degree level or equivalent Qualified Teacher Status Evidence of recent relevant CPD 	All Essential - <i>A</i>
Experience	<ul style="list-style-type: none"> Experience of teaching in an 11-16 school Proven successful classroom practitioner with the willingness and ability to teach a second subject 	Essential - <i>A</i> Desirable - <i>L & I</i>
Knowledge and Skills	<ul style="list-style-type: none"> A clear and compelling commitment to Teaching and Learning as key to raising attainment An up-to-date knowledge of current education thinking The ability to reflect and evaluate own practice and act upon the findings The ability to inspire students Excellent interpersonal skills reflected in the ability to work with colleagues The ability to maintain and improve high attainment standards An innovative approach to delivering the curriculum A commitment to the principles and values of an inclusive education A commitment to safeguarding and the pastoral care and personal development of students A knowledge and awareness of the issues surrounding the safeguarding of pupils in schools The ability to maintain and improve, where necessary, student behaviour The commitment and ability to embrace and implement a shared vision A commitment to providing extracurricular activities The ability to use ICT to facilitate learning 	Essential - <i>L</i> Essential - <i>L & I</i> Essential - <i>L & I</i> Essential - <i>I</i> Essential - <i>I</i> Essential - <i>L & I</i> Desirable - <i>L & I</i> Essential - <i>L & I</i> Essential - <i>I</i> Essential - <i>I</i> Essential - <i>L & I</i> Essential - <i>I</i> Essential - <i>L & I</i> Essential - <i>I</i>

JOB DESCRIPTION

TEACHER OF ENGLISH

Main Purpose	<ul style="list-style-type: none">• To teach and effectively deliver the curriculum to a range of classes throughout Key Stages 3-4.• To be accountable for student attainment, achievement and progress in the classes taught.• To evaluate the teaching and learning strategies and resources deployed.• To support the school and the Subject Leader in securing quality of education for all learners. <p>You are required to carry out the professional duties of a teacher as set out in the current school policies as well as such professional duties that the Headteacher may reasonably ask you to undertake. In addition, you are required to undertake the following responsibilities, which may or may not be included above:</p>
General Responsibilities	<ul style="list-style-type: none">• To support and promote the school's aims and objectives.• To ensure a duty of care at all times to safeguard and promote the welfare of all students.• To work within the school's Health and Safety policy to ensure a safe working environment for all students, staff and visitors.• To work within the school's Equal Opportunities policies to promote equality of opportunities for all students and staff.• To maintain high professional standards of attendance, punctuality, appearance, conduct and courteous, positive relations with students, parents, colleagues and visitors.• To actively support and promote positive professional and curriculum links across the school and with partner schools.• To actively engage with the performance management process and continue with personal and professional development.• To adhere to school policies and procedures as set out in the staff handbook and other documentation available.• To adhere to and support as appropriate school and departmental procedures regarding assessment, including preparation and entry for public examinations as specified by the boards.
Shaping the Future	<ul style="list-style-type: none">• To support the Subject Leader in providing a clear direction for the development of the school.• To ensure that work across the classes taught fully reflects the school ethos and mission statement.• To contribute to establishing the core values of the subject area and their practical expression.• To contribute to the preparation, implementation and monitoring of the subject development plan.• To support the departmental and pastoral teams in the review, implementation, development and monitoring of whole school policies which promote the school's values, aims and objectives.

JOB DESCRIPTION

TEACHER OF ENGLISH

Leading Learning & Teaching	<ul style="list-style-type: none">• To work with colleagues to formulate the aims, objectives and strategic plans for the subject which have coherence and relevance to the needs of students and support the aims, objectives and strategic plans of the school.• To ensure short, medium and long-term planning is effectively carried out and students' individual needs are met in all the classes taught.• To contribute to the development and implementation of curricular initiatives.• To ensure high standards of student attainment, behaviour and motivation through effective teaching.• To uphold the school's behaviour code and uniform regulations.
Developing self and working with others	<ul style="list-style-type: none">• To identify development needs and engage with appropriate programs designed to meet such needs.• To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with School procedures.• To lead, with support as appropriate, the professional development of staff through example, coaching, peer-support and target setting.• To plan, chair and organise meetings as appropriate.• To support the school's ITT programme as required.• To liaise with support staff, parents, governors and outside agencies.• To attend and participate in Open and Parents' evenings.• To participate in whole staff training and Continuing Professional Development.• To attend team and whole staff meetings.• To work collaboratively with all colleagues.• To encourage moral and spiritual growth and civic and social responsibilities amongst students.
Managing the Organisation	<ul style="list-style-type: none">• To ensure the highest standard of behaviour within the classes taught in liaison with the Subject Leader, Heads of Year and the Senior Leadership Team.• To use all available resources effectively and efficiently.• To actively commit to, engage with and support the school's programme of extra curricular activities.
Securing Accountability	<ul style="list-style-type: none">• To engage with the school appraisal process.• To contribute to the target setting process for the subject.• To contribute to the School procedures for lesson observation/progress reviews.• To implement School quality procedures and to ensure adherence to those within the subject area.• To monitor and evaluate own practice in line with agreed School procedures including evaluation against quality standards and performance criteria.• To provide accurate and up-to-date information for the management information system as requested by the Subject Leader, Senior Leadership Team or Governors.• To analyse and evaluate performance data provided for the classes taught.• To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.• To update the Headteacher, Senior Leadership Team, Subject Leader and Governing Body on the effectiveness of provision for students in the classes taught.• To report to and engage with external agencies as appropriate.

JOB DESCRIPTION

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Strengthening Community	<ul style="list-style-type: none">• To be aware of own role and responsibilities within the department and as part of the school and wider community.• To ensure effective communication/consultation as appropriate with the parents of students.• To liaise with partner schools, Higher Education, Industry, Examination Boards, Awarding Bodies, External Agencies, and other relevant external bodies, as appropriate.• To contribute to and actively engage with the school liaison and marketing activities as appropriate.• To contribute to the setting up of effective links with identified partner schools and the wider community.• To play a full part in the life of the school community and to encourage and ensure staff and students follow this example.
Other Specific Duties:	<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p> <p>This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the salary/grade and job title.</p>
Date	March 2026



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**EMPOWERING OUR COMMUNITIES TO POSITIVELY
IMPACT THE WORLD**